

## INFERRRED SPECIALTY SYSTEM

### Cross Reference to Related Application

This application claims priority from provisional serial no. 60/272,669, filed March 5, 2001, which is incorporated herein by reference.

### Background of the Invention

Most health care organizations that supply claims data include clinician specialty as a standard variable in their data sets. This information is important for a variety of 10 analytical products such as norms reports and drug utilization analyses. Accurate specialty listings are, however, not universally available.

### Summary of the Invention

To provide information about specialists when it is otherwise missing, and to test the validity of assigned specialties, an inference engine, referred to here as the PracticeLogic System (PLS), is used to identify clinician specialty. The PLS identifies a clinician's specialty by examining the procedures performed by that clinician, the diagnoses made by the clinician, and the age and gender of the clinician's patients. Clinicians within each specialty tend to make a distinct set of diagnoses, perform a distinct set of procedures, and see a unique population of patients. For example, the 20 claims submitted by an hematologist/oncologist will likely contain a high proportion of procedures and diagnoses relating to cancer, while those of a pulmonologist will not. As another example, it is expected that a pediatrician sees patients who are, on average, significantly younger than the group of patients seen by an internist.

The system and methods described herein allow specialty to be automatically 25 inferred based on a set of rules, and thus improve the reporting and analysis of claims data. Other features and advantages will become apparent from the following detailed description and claims.

### Detailed Description

The PLS can be utilized in a number of circumstances. A specialty listing may 30 not be available. Some datasets do not list specialty information at all, and datasets

that generally list specialty often include a significant number (5-20%) of records with missing values in the specialty field.

The PLS is also used generally for an internal medicine listing because the sub-specialties of physicians certified in internal medicine are generally not available, even though roughly 50% of physicians board certified in internal medicine are also board certified in a sub-specialty (according to data from the American Board of Internal Medicine and the AMA). Using supplied specialty listings in these cases leads to an underestimation of the prevalence of certain specialties, such as cardiology or hematology/oncology.

An analysis of specialty data also shows that radiation oncologists are commonly listed as radiologists. The PLS is used in order to obtain an accurate estimate of these specialties.

The system has the following process steps in the development and application of the PLS:

1. Determining the list of specialties to be included in the PLS.
2. Developing practice pattern measures and specialty identification rules for the PLS.
3. Applying the rules to claims where specialty is unknown, or listed as Internal Medicine or Radiology.

Each data provider may have a unique method for grouping practice areas into a set of listed specialties. In order to bring uniformity to this process the PLS maps each data provider's set into one of 54 categories, although other categories and number of categories could be used. An exemplary set is in Table I, below:

25	<input type="checkbox"/> Allergy and Immunology	35	<input type="checkbox"/> Facility
	<input type="checkbox"/> Anesthesiology		<input type="checkbox"/> Gastroenterology
	<input type="checkbox"/> Cardiology		<input type="checkbox"/> General Practice / Family Practice
	<input type="checkbox"/> Cardio-Thoracic Surgery		<input type="checkbox"/> General Surgery
	<input type="checkbox"/> Chiropractic		<input type="checkbox"/> Geriatrics
30	<input type="checkbox"/> Dentist	40	<input type="checkbox"/> Hematology
	<input type="checkbox"/> Dermatology		<input type="checkbox"/> Hematology / Oncology
	<input type="checkbox"/> Emergency Medicine Physician		<input type="checkbox"/> Infectious Disease
	<input type="checkbox"/> Endocrinology		<input type="checkbox"/> Internal Medicine
	<input type="checkbox"/> ENT (Otolaryngology)		

	<input type="checkbox"/> Medical Genetics	20	<input type="checkbox"/> Physical Medicine And Rehabilitation
	<input type="checkbox"/> Midwife		<input type="checkbox"/> Physical Therapy
	<input type="checkbox"/> Neonatology		<input type="checkbox"/> Physician's Assistant
	<input type="checkbox"/> Nephrology		<input type="checkbox"/> Plastic Surgery
5	<input type="checkbox"/> Neurology	25	<input type="checkbox"/> Podiatry
	<input type="checkbox"/> Neurosurgery		<input type="checkbox"/> Psychiatry
	<input type="checkbox"/> Nurse Anesthetist		<input type="checkbox"/> Psychology
	<input type="checkbox"/> Nurse Practitioner		<input type="checkbox"/> Pulmonology
10	<input type="checkbox"/> Obstetrics And Gynecology	30	<input type="checkbox"/> Radiation Oncology
	<input type="checkbox"/> Occupational Therapy		<input type="checkbox"/> Radiology
	<input type="checkbox"/> Ophthalmology		<input type="checkbox"/> Registered Nurse
	<input type="checkbox"/> Optometry		<input type="checkbox"/> Rheumatology
	<input type="checkbox"/> Orthopedic Surgery	35	<input type="checkbox"/> Social Work
15	<input type="checkbox"/> Orthopedics		<input type="checkbox"/> Urgent Care Facility
	<input type="checkbox"/> Osteopath		<input type="checkbox"/> Urgent Care Medicine
	<input type="checkbox"/> Other Surgery		<input type="checkbox"/> Urology
	<input type="checkbox"/> Pathology		<input type="checkbox"/> Other (Non-Clinician)
	<input type="checkbox"/> Pediatrics		

Table I

The PLS identifies the 33 specialty categories that are most prominent in an integrated outcomes database, although more or less of such categories may be used. Clinicians belonging to one of these groups account for roughly 95% of the groupable records in the integrated outcomes database. These categories are in the following Table II:

10	<input type="checkbox"/> Allergy And Immunology	30	<input type="checkbox"/> Neurosurgery
	<input type="checkbox"/> Cardiology		<input type="checkbox"/> Neurology
	<input type="checkbox"/> Chiropractic		<input type="checkbox"/> Obstetrics And Gynecology
	<input type="checkbox"/> Cardio-Thoracic Surgery		<input type="checkbox"/> Ophthalmology
	<input type="checkbox"/> Dentist	35	<input type="checkbox"/> Orthopedic Surgery
15	<input type="checkbox"/> Dermatology		<input type="checkbox"/> Other Specialist
	<input type="checkbox"/> Endocrinology		<input type="checkbox"/> Pediatrics
	<input type="checkbox"/> ENT (Otolaryngology)		<input type="checkbox"/> Podiatry
	<input type="checkbox"/> Emergency Medicine Physician		<input type="checkbox"/> Psychiatry
20	<input type="checkbox"/> Facility	40	<input type="checkbox"/> Pulmonology
	<input type="checkbox"/> Gastroenterology		<input type="checkbox"/> Radiation Oncology
	<input type="checkbox"/> General Practice / Family Practice		<input type="checkbox"/> Radiology
	<input type="checkbox"/> Hematology / Oncology		<input type="checkbox"/> Rheumatology
25	<input type="checkbox"/> Infectious Disease		<input type="checkbox"/> General Surgery
	<input type="checkbox"/> Internal Medicine		<input type="checkbox"/> Urology
	<input type="checkbox"/> Neonatology		<input type="checkbox"/> Clinician
	<input type="checkbox"/> Nephrology		<input type="checkbox"/> N/A

Table II

The PLS provides specialty identification in 53 clinical practice areas and 4 non-clinician or undefined groupings (Facility, Urgent Care Facility, Other (Non-Clinician) and N/A). A number of these categories deserve special explanation.

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- N/A: If a listing is unavailable and the PLS cannot identify the provider's practice area, the provider is listed as N/A.
- Clinician: A provider is clearly identified as a clinician, but no other information is available.
- Other Specialist: A provider is identified as a specialist, but is not as a member of one of the other 32 defined specialty categories included in the PLS.

- Other (Non-Clinician): A provider is identified as not being a clinician, but no other information is available.
- Other Surgery: A provider is identified as a surgeon, but is not a member of one of the defined surgery categories listed above.

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Before developing a rule that will identify a specialty, one creates a set of measures that characterize a particular clinician. For example, it is believed that pediatricians tend to see a high proportion of patients under 18, it is useful to know, for each clinician, the percentage of patients they see who are under 18 years of age. The PLS rules are based on the following list of measures, each of which is recorded as a percentage. All of a clinician's records are scored on these measures and the percentage that belong to each category is counted.

*Percentages Based on Demographics:*

- Patients Less Than Age One
- Patients Over Age Eighteen
- Patients Less Than or Equal to Age Eighteen

*Percentages Based on Procedures (CPT4 and HCPCS Codes):*

<input type="checkbox"/> Allergy/Immunology Procedures		<input type="checkbox"/> Hematology/Oncology Procedures
<input type="checkbox"/> Cardiac Surgeries	30	<input type="checkbox"/> Infectious Disease Procedures
<input type="checkbox"/> Cardiology Procedures		<input type="checkbox"/> Nephrology Procedures
<input type="checkbox"/> Chiropractic Procedures		<input type="checkbox"/> Neurology Procedures
<input type="checkbox"/> Dental Procedures		<input type="checkbox"/> Neurosurgery Procedures
<input type="checkbox"/> Dermatology Procedures		<input type="checkbox"/> OB/GYN Procedures
<input type="checkbox"/> Emergency Medicine Procedures	35	<input type="checkbox"/> Ophthalmological Procedures
<input type="checkbox"/> Endocrinological Procedures		<input type="checkbox"/> Orthopedic Surgery Procedures
<input type="checkbox"/> ENT (Otolaryngology) Procedures		<input type="checkbox"/> Podiatry Procedures
<input type="checkbox"/> Gastroenterology Procedures	40	<input type="checkbox"/> Psychiatric Procedures
		<input type="checkbox"/> Pulmonology Procedures

<input type="checkbox"/> Radiological Procedures <input type="checkbox"/> Radiological Procedures <input type="checkbox"/> Rheumatology Procedures	Oncology 5	<input type="checkbox"/> Surgical (General) Procedures <input type="checkbox"/> Thoracic Procedures <input type="checkbox"/> Urology Procedures
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*Percentages Based on Diagnoses (ICD-9 Codes):*

<input type="checkbox"/> Allergy/Immunology Diagnoses <input type="checkbox"/> Cardiac Surgery Diagnoses <input type="checkbox"/> Cardiology Diagnoses <input type="checkbox"/> Chiropractic Diagnoses <input type="checkbox"/> Chronic Disease Diagnoses Associated with Internal Medicine	25 30	<input type="checkbox"/> Neurology Diagnoses <input type="checkbox"/> Neurosurgery Diagnoses <input type="checkbox"/> OB/GYN Diagnoses <input type="checkbox"/> Ophthalmological Diagnoses <input type="checkbox"/> Orthopedic Surgery Diagnoses <input type="checkbox"/> Podiatry Diagnoses <input type="checkbox"/> Psychiatric Diagnoses <input type="checkbox"/> Pulmonology Diagnoses <input type="checkbox"/> Radiological Diagnoses <input type="checkbox"/> Rheumatology Diagnoses <input type="checkbox"/> Surgical (General) Diagnoses <input type="checkbox"/> Thoracic Diagnoses <input type="checkbox"/> Urgent Care Diagnoses <input type="checkbox"/> Urology Diagnoses
<input type="checkbox"/> Critical Care Diagnoses <input type="checkbox"/> Dermatology Diagnoses <input type="checkbox"/> Emergency Medicine Diagnoses <input type="checkbox"/> Endocrinological Diagnoses <input type="checkbox"/> ENT (Otolaryngology) Diagnoses <input type="checkbox"/> Gastroenterology Diagnoses <input type="checkbox"/> Hematology/Oncology Diagnoses <input type="checkbox"/> Infectious Disease Diagnoses <input type="checkbox"/> Nephrology Diagnoses	35	

The next step is to write a rule that identifies the specialty of a clinician, based upon the clinician measures described above. For example, a rule might state that if greater than 50% of a clinician's procedures are related to neurology, then identify that clinician as a neurologist. The values for these rules can be determined by experts who draw upon knowledge and expertise, and upon detailed analysis of records within an integrated outcomes database. The rules are then refined so that they result in specialty identifications that best match those of data sets that include specialty listings.

In addition, if specialty information is unavailable and the practice pattern rules are unable to identify a specialty, then the specialty may be identified by the provider type field of the claim record.

Having established a set of rules, the PLS then applies this set of rules to all known clinicians within the integrated outcomes database, creating a master record of clinician specialty. The rules are applied to providers in two steps: (1) each clinician is broadly identified as a generalist (e.g. Internal Medicine, Pediatrics, General Practice / Family Practice) or a specialist (e.g. Neurologist, Pulmonologist); and (2) the clinician's

measures are then further tested against rules in one of these two broad categories in order to make the final specialty identification.

All clinicians who have submitted claims for greater than 10 services (regardless of the time period during which those services occurred) are included in the master 5 record of clinician specialties. This limit was set because the measures by which the clinician is characterized cannot be computed to a reasonable level of accuracy if a clinician has submitted fewer claims.

The vast majority of prescription records list a non-clinician as a provider -- 10 usually a pharmacy is listed. In order to link pharmacy records to providers, and hence to a provider specialty, an Episode Treatment Groups (ETG) methodology is used. A key feature of the ETG methodology is its ability to combine seemingly disparate claims records into clinically meaningful disease episodes. The grouper's fundamental task is to group together all claims relating to the treatment of a single episode of a disease.

Clusters are groups of claims records relating to a single disease episode, for which one clinician is responsible. Each cluster contains one anchor record and any number of linked records. The anchor record is generally a visit to a clinician that diagnoses an illness. The linked records generally refer to tests or procedures ordered and drugs prescribed by that clinician.

The key property of clusters pertinent to the PLS is the fact that one clinician manages all the service activity in a cluster. Therefore the ETG grouper assigns all 25 pharmacy records in a cluster to the clinician who is the listed provider on the anchor record of the cluster. The grouper records this assignment by creating a variable for each record, called the Cluster Provider ID that lists the managing provider responsible for all activity within the cluster.

The Cluster Provider ID generated by the ETG grouper allows the PLS to link 30 pharmacy records with clinicians, even when no clinician is listed on the original pharmacy record. Since it is known that the cluster provider is the responsible clinician for all records within a cluster, a specialty can be assigned to a record based upon the clinician listed as the Cluster Provider. By using this method a provider specialty has been assigned to over 95% of records in the assignee's outcomes database (excluding orphan drug records and ungroupable records).

Where possible, the client-supplied specialty listing is assigned to a particular record. The PLS identified specialty is assigned to a record in one of three cases: (1) no client supplied specialty listing is available; (2) the supplied specialty is Internal Medicine, as noted previously, because the supplied data systematically exclude the sub-specialties of physicians board certified in Internal Medicine; and (3) the supplied specialty is Radiology (supplied data systematically includes the practice of Radiation Oncology under the heading of Radiology, but the PLS, on the other hand, has been designed with the ability to distinguish these two specialties).

The PLS is tested by measuring the degree to which its output agrees with the listed specialty. This is done by testing the PLS on datasets where specialty listings are provided, and comparing the provided listings with the output of the PLS. (An other way to test the results would be to independently verify the practice specialties of individual clinicians, but this could be difficult, or even not possible if the entity does not possess information that would allow it to know the identity of individual physicians.) Extensive testing and updating of the PLS rules has resulted in an 85% agreement between the PLS with the listed data. Using the listed specialty information along with application of the PLS results the ability to identify specialty on 95% of all groupable records within the outcomes database.

The physical system that is used to implement the present invention includes a programmed computer or group of computers with an appropriate database interface to obtain the data that is processed to determine the inferred specialty, and may also include a user interface as well. The system can be used with a general purpose computer or may include some specific purpose hardware. Thus the means used to carry out the present invention includes any kind of known programmable computational computer system. The system may further include the database of records in the outcomes database.

### Example of More Detailed Methodology

A specialty is assigned to a provider according to the following steps:

1. The provider shall

- a. have more than 10 service records in the database;
- b. be listed as a clinician; and
- c. have greater than 65% of the provider's records containing procedure codes

If the provider does not meet these criteria their specialty is listed as not-available and steps 2 and 3 are skipped. If other information indicates that such a provider is known to be a clinician or a facility, the specialty is listed as such.

2. If all of the following are true:

(NOTE 1: crit\_diag\_percentage may be read as, 'The percentage of this provider's diagnoses that fall into the critical care category'. Emerg\_proc\_percentage may be read as, 'The percentage of this provider's procedures that fall into the emergency care category')

(NOTE 2: The meaning of the specialty identifying code used below, such as "endo" or "card", may be looked up on the attached SPEC\_LIST\_THRESHOLD.xls table in the column labeled CODE. When the code is used without a 'diag' or 'diagnosis' identifier it refers to procedures performed by the specialty.)

(crit\_diag\_percentage + urg\_diag\_percentage) > 0.23)

AND (endo\_diag\_percentage < .4)

AND (card\_diag\_percentage < .35)

AND (emerg\_proc\_percentage < .2) AND (ent\_proc\_percentage < .1)

AND (pulm\_diag\_percentage < .2)  
AND (gast\_diag\_percentage < .5)  
AND (neph\_diag\_percentage < .2)  
AND (all\_diag\_percentage < .5)  
5 AND (inf\_diag\_percentage < .2)

Then select the first of the following statements that is true. If none is true, assign specialty as "othr\_spc":

IF (average age of patients < 1.0) THEN specialty = 'NEONAT'.

IF (greater than 90% of patients are 18 or under) THEN specialty = 'PED'.

10 IF (greater than 50% of patients are over 18 OR pimch\_diagnosis) THEN specialty = 'INTERN'.

IF (neither of the previous two age criteria is true) THEN specialty = 'GP\_FP'.

15 3. If the conditions under step 2 are not met then assign specialty according to the first of the following statements that is true. If none is true, assign specialty as "othr\_spc."

(NOTE 3: A statement such as 'IF (all OR all\_diagnosis)' may be read as: 'IF either the percentage of ALLERGY related procedures or the percentage of ALLERGY related

20 diagnoses surpasses the threshold listed in the attached SPEC\_LIST\_THRESHOLD.xls table, then the statement is true.' If a number is included in the statement such as. ' IF (pod < 0.002)', the statement may be read as, 'IF the percentage of PODIATRY related procedures is less than .002').

NEONAT:

IF (average age of patients < 1.0)

ALLERGY:

5 IF (all OR all\_diagnosis) AND NOT(ent OR ent\_diagnosis)

CARDIOL:

IF (card OR card\_diagnosis) AND NOT(crdsg OR crdsrg\_diagnosis OR  
crdend\_diagnosis OR emerg OR emerg\_diagnosis OR neph OR neph\_diagnosis OR  
pulm OR pulm\_diagnosis OR thor OR thor\_diagnosis)

40 SURGERY:

IF (surg AND surg\_diagnosis) AND NOT(crdsg OR crdsrg\_diagnosis OR thor  
OR thor\_diagnosis)

55 CT\_SURG:

IF (crdsrg OR crdsrg\_diagnosis) AND NOT(derm OR derm\_diagnosis OR ent OR  
ent\_diagnosis OR emerg OR emerg\_diagnosis OR nesg OR nesg\_diagnosis)

OR

IF (thor OR thor\_diagnosis) AND NOT(derm OR derm\_diagnosis OR ent OR  
ent\_diagnosis OR emerg OR emerg\_diagnosis)

CHIRO:

20 IF (chiro OR chiro\_diagnosis) AND NOT(neur OR neur\_diagnosis)

DENTIST:

IF (dent)

DERMATOL:

IF (derm OR derm\_diagnosis) AND NOT(pod OR pod\_diagnosis OR surg OR  
surg\_diagnosis)

ENDOCRIN:

IF (endo OR endo\_diagnosis) AND NOT(ent OR neph OR neph\_diagnosis)

5 ENT:

IF (ent OR ent\_diagnosis) AND NOT(rad OR rad\_diagnosis OR ane OR  
ane\_diagnosis OR surg OR surg\_diagnosis OR emerg OR emerg\_diagnosis OR  
rado)

ER\_PHYS:

IF (emerg OR emerg\_diagnosis)

GASTRO:

IF (gast OR gast\_diagnosis) AND NOT(rad OR rad\_diagnosis)

INF\_DIS:

IF (inf OR inf\_diagnosis) AND NOT(emerg OR emerg\_diagnosis OR ane OR  
ane\_diagnosis)

NEPHROL:

IF (neph OR neph\_diagnosis)

NEUROL:

IF (neur OR neur\_diagnosis) AND NOT(nesg OR nesg\_diagnosis OR chiro OR  
chiro\_diagnosis OR psyc OR psyc\_diagnosis OR rad OR rad\_diagnosis OR orsg  
OR orsg\_diagnosis OR ((orsg + rad) > 0.04))

20 NEUR\_SRG:

IF (nesg OR nesg\_diagnosis) AND (pod < 0.002)

OB\_GYN:

IF (ob OR ob\_diagnosis) AND NOT(endo OR endo\_diagnosis OR gast OR  
gast\_diagnosis OR rad OR rad\_diagnosis OR ane OR ane\_diagnosis OR surg  
OR surg\_diagnosis OR pulm OR pulm\_diagnosis OR (avg\_age < 1.0))

5

OR

IF (gyn OR gyn\_diagnosis) AND NOT(endo OR endo\_diagnosis OR gast OR  
gast\_diagnosis OR rad OR rad\_diagnosis OR ane OR ane\_diagnosis OR surg  
OR surg\_diagnosis OR pulm OR pulm\_diagnosis OR (avg\_age < 1.0))

HEM\_ONC:

IF (hemonc OR hemonc\_diagnosis ) AND NOT(ob OR ob\_diagnosis OR gyn OR  
gyn\_diagnosis OR rad OR rad\_diagnosis OR rado)

OPHTHAL:

IF (ophth OR ophth\_diagnosis) AND NOT(ent OR ent\_diagnosis)

ORTH\_SRG:

IF (orsg + rad) > 0.04 AND (allsurg > 0.1) AND  
(rad > pod\_diag\_percentage) AND (rad < 0.5) AND (ob < 0.01) AND  
(gyn < 0.01) AND NOT(urol OR urol9) AND (orsg > 0.02)

PODIATRY:

IF (pod OR pod\_diagnosis) AND (pod\_diag\_percentage > rad)

20

PSYCHIAT:

IF (psyc OR psyc\_diagnosis)

PULMONAR:

IF (pulm OR pulm\_diagnosis) AND NOT(rad OR rad\_diagnosis OR hemonc OR

hemonc\_diagnosis OR surg OR surg\_diagnosis OR card OR card\_diagnosis OR emerg OR emerg\_diagnosis OR (avg\_age < 1.0))

RAD\_ONC:

IF (rado)

5 RADIOL:

IF (rad OR rad\_diagnosis) AND NOT(ob OR ob\_diagnosis OR gyn OR gyn\_diagnosis)

RHEUM:

IF (rheu OR rheu\_diagnosis) AND NOT(chiro OR chiro\_diagnosis)

UROLOGY:

IF (urol OR urol\_diagnosis)

Code	Description	Procedure Threshold	Diagnosis Threshold
<b>ALL</b>	ALLERGY AND IMMUNOLOGY	60%	60%
<b>CARD</b>	CARDIOLOGY	20%	35%
<b>CHIRO</b>	CHIROPRACTIC	2%	2%
<b>CRDSRG</b>	CARDIAC SURGERY	5%	5%
<b>CRIT</b>	CRITICAL CARE		
<b>THOR</b>	THORACIC SURGERY	5%	5%
<b>DENT</b>	DENTIST	1%	
<b>DERM</b>	DERMATOLOGY	20%	20%
<b>ENDO</b>	ENDOCRINOLOGY	30%	30%
<b>ENT</b>	ENT	10%	10%
<b>EMERG</b>	EMERGENCY MEDICINE PHYSICIAN	10%	10%
<b>GAST</b>	GASTROENTEROLOGY	5%	20%
<b>GPFP</b>	GENERAL PRACTICE / FAMILY PRACTICE		30%
<b>GYN</b>	GYNECOLOGY	5%	5%
<b>HEMONC</b>	HEMATOLOGY/ONCOLOGY	20%	20%
<b>INF</b>	INFECTIOUS DISEASE	20%	20%
<b>IM</b>	INTERNAL MEDICINE		30%
<b>NEPH</b>	NEPHROLOGY	10%	20%
<b>NESG</b>	NEUROSURGERY	5%	5%
<b>NEUR</b>	NEUROLOGY	10%	10%
<b>OB</b>	OBSTETRICS	5%	5%
<b>OPHTHAL</b>	OPHTHALMOLOGY	15%	10%
<b>ORSG</b>	ORTHOPEDIC SURGERY	10%	10%
<b>POD</b>	PODIATRY	5%	5%
<b>PSYC</b>	PSYCHIATRY	80%	80%
<b>PULM</b>	PULMONOLOGY	10%	10%
<b>RADO</b>	RADIATION ONCOLOGY	65%	
<b>RAD</b>	RADIOLOGY	20%	20%
<b>RHEU</b>	RHEUMATOLOGY	10%	10%
<b>SURG</b>	GENERAL SURGERY	2%	2%
<b>UROL</b>	UROLOGY	30%	30%
<b>URG</b>	URGENT CARE MEDICINE	30%	30%
<b>VASC</b>	VASCULAR DISEASE	30%	30%